

Message Text

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PAGE 01 STATE 094281
ORIGIN SS-25

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-----110597 130003Z /61
O 122244Z APR 78
FM SECSTATE WASHDC
TO AMEMBASSY MEXICO IMMEDIATE

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STADIS/////////////////
EXDIS

E.O. 11652: N/A

TAGS: AINF

SUBJECT: MODE - EVALUATION OF PERSONNEL LEVELS BY CHIEF OF
MISSION

PER TELEPHONE REQUEST OF ADM - KELLY, THERE FOLLOWS TEXT
OF STATE 277164:

P 182047Z NOV 77
FM SECSTATE WASHDC
TO ALL DIPLOMATIC POSTS PRIORITY
XMT USMISSION SINAI
LIMITED OFFICIAL USE STATE 277164
STADIS-
EXDIS - FOR CHIEF OF MISSION FROM DEP UNDER SECRETARY READ
E.O. 11652:N/A
E.O. 11652:N/A
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TAGS:AIDE
SUBJECT:MODE - EVALUATION OF PERSONNEL LEVELS BY CHIEF OF
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1. AS PART OF OUR RESPONSE TO THE PRESIDENT'S CONCERN ABOUT USG OVERSEAS PERSONNEL LEVELS, THE DEPARTMENT, WITH

OMB'S CONCURRENCE, WILL SOON BEGIN USING THE MODE DECISION-MAKING PROCESS TO PURSUE COM RECOMMENDATIONS ON POSSIBLE STAFFING CUTS/RELOCATIONS SUBMITTED IN RESPONSE TO STATE CIRCULARS 154335 AND 201122.

2. THIS PROCESS INVOLVES RELAYING COM SPECIFIC RECOMMENDATIONS NOW ON HAND IN SUMMARY FORM TO CONCERNED AGENCIES AND INVITING ANY COMMENTS THEY MAY HAVE. SOME AGENCIES MAY ACCEPT COM VIEWS READILY. SOME MAY SUBMIT COUNTER-ARGUMENTS ON WHICH WE WILL SEEK YOUR FURTHER COMMENTS. ALL ISSUES REMAINING IN DISPUTE WILL GO TO THE APPROPRIATE GEOGRAPHIC ASSISTANT SECRETARY IN THE DEPARTMENT FOR A RULING, WITH AGENCIES RETAINING THE RIGHT TO APPEAL ADVERSE DECISIONS TO THE NSC SENIOR MANAGEMENT REVIEW GROUP, WHICH I CHAIR, OR, IF FURTHER APPEALED, TO THE SECRETARY. THE SECRETARY, YOUR ASSISTANT SECRETARIES, AND I ARE ALL DETERMINED TO UPHOLD YOU ON SPECIFIC RECOMMENDATIONS WHERE YOUR ASSESSMENTS FOR PERSONNEL SAVINGS ARE FIRM AND PERSUASIVE.

3. YOU WILL RECALL THAT DEPARTMENT'S JULY 2 MESSAGE ON THIS EFFORT WAS STADIS AND WE HAVE RESTRICTED DISSEMINATION OF REPLIES ACCORDINGLY. STATE 201122 (AUGUST 24) URGED CONSULTATION WITH SENIOR AGENCY REPRESENTATIVES LIMITED OFFICIAL USE

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CONCERNING COM RECOMMENDATIONS ON REDUCTIONS BUT NOT ALL POST RESPONSES CONFIRMED THAT SUCH DISCUSSIONS HAD BEEN HELD. IT IS IMPORTANT TO ASSURE THAT AGENCY FIELD REPRESENTATIVES HAVE BEEN CONSULTED AND THEIR VIEWS CONSIDERED. THEREFORE, COMS WHO HAVE NOT DONE SO ALREADY SHOULD TAKE THE FOLLOWING STEPS, PURSUANT TO PARA C.4.B. OF THE MODE GUIDELINES (DISSEMINATED WITH DEPARTMENT A-4171 JUNE 17, 1975):

- A. CONSULT WITH SENIOR AGENCY REPRESENTATIVES IN COUNTRY;
 - B. CONFIRM THE SPECIFIC AMERICAN POSITIONS (AND LOCALS AS WELL IF THESE WOULD BE AFFECTED) WHICH YOU RECOMMEND BE ELIMINATED OR RELOCATED OR WHOSE RESPONSIBILITIES SHOULD BE REDRAWN, WITH SUGGESTED TARGET DATES FOR COMPLETING THESE ACTIONS IN FY 78 OR FY 79; AND
 - C. REPORT TO THE DEPARTMENT NLT NOVEMBER 25 ON POINTS A. AND B., INCLUDING ANY FRESH ASSESSMENT OF THE SITUATION WHICH MAY EMERGE TO MODIFY COM RECOMMENDATIONS SUBMITTED LAST SUMMER. THESE REPORTS SHOULD BE IN MESSAGES WHICH WE CAN SHARE WITH THE CONCERNED AGENCIES.
4. BESIDES SUBMITTING RECOMMENDATIONS ABOUT STAFFING OF INDIVIDUAL POSITIONS OR UNITS, MANY OF YOU HAVE URGED

THAT CERTAIN OVERSEAS PROGRAMS OR STAFFING ARRANGEMENTS
SHOULD BE ASSESSED BY WASHINGTON ELEMENTS WITH A VIEW TO
IMPROVING UTILIZATION OF USG PERSONNEL ABROAD. WE PLAN

TO FOLLOW UP ON THESE RECOMMENDATIONS. HOWEVER, SUCH
EFFORTS, REQUIRING THE COOPERATION OF SEVERAL AGENCIES
IN WASHINGTON, WILL TAKE TIME.

5. BRUSSELS ALSO FOR USEC; PARIS ALSO FOR UNESCO, USOECD;
VIENNA ALSO FOR UNIDO AND MBFR. VANCE

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